

3

This 94-page ROI was the sole documentation used to support my removal, 21-months after I was locked out from my control tower at Concord, CA. I certify the truthfulness of my ROI sworn testimony as provided at Exhibit 11, and the memo I authored at Exhibit 12. Please note, this ROI was never substantiated, and all other allegations against me are strongly contradicted elsewhere in the ROI. My one misconduct, which I immediately admitted to, was to carelessly quote a song lyric with the n-word. I am hoping that by providing this ROI for Public review, key FAA officials will become able to recognize the errors within this ROI, as well as the mishandling of my case and the need to reform.

U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
SECURITY AND HAZARDOUS MATERIALS DIVISION

Date of Interview: March 21, 2007
Location of Interview: ATCT, Concord, CA.

I, Jason Ralph, make the following statement freely and voluntarily to Special Agent James Austin who has identified himself to me as Special Agent of the Federal Aviation Administration. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me. I make this statement with full knowledge that it may be used in any administrative or civil proceeding.

I am employed as the Air Traffic Manager at ATCT Concord, CA. I have been advised that the FAA is conducting an investigation into inappropriate comments and hostile work environment.

I have asked Special Agent Austin to prepare this statement for me.

P Mr. Lewis came to Concord Tower on October 15, 2006 after six years at Oakland Center as a developmental, which resulted in a training failure. He was offered a position at Twin Falls ATCT and declined because he felt he was entitled to a higher salary and better proximity to his family. The offer was redone to reflect a higher salary and assignment to Concord.

Since his arrival at Concord last fall, Mr. Lewis has been a very difficult employee to supervise. He is constantly argumentative, confrontational, and intimidating to both peers and supervisors. He frequently has arguments with the CIC, disagreements with his instructors and CPC's, resulting in his request for sick leave, which adversely affects our staffing coverage for the shift.

On November 15, 2006, as Mr. Lewis was leaving the tower cab, following an argument with the CIC, he waved his finger in the CIC's face and poked him in the chest saying he would talk to him later. As a result, he was counseled by the supervisor regarding his inappropriate conduct. In addition, I have terminated several meetings and ordered him out of the office due to his escalating hostility and insubordination.

On January 23, 2006, Mr. Lewis was issued a Letter of Warning for transmitting to Travis Approach and a pilot requesting service that he was incapacitated and may not be able to perform his duties due to a migraine headache. His actions were once again the result of an argument with the CIC and subsequent request and denial of leave.

On January 29, 2007, Patricia Hardy reported to me that William Marks told her that Mr.

Case No. AWP20070078

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(31)

Exhibit 5

Page 1 of 3

Page _____ of _____

U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
SECURITY AND HAZARDOUS MATERIALS DIVISION

2
Lewis had made inappropriate racial comments and racial mimicking. I began a management inquiry into these allegations. Mr. Lewis allegedly made the statement "Us niggers can't get any leave" in the presence of other employees including an African American employee.

On February 6, 2007, following notification by Patricia Hardy, his supervisor, of the Accountability Board report and investigation regarding his use of racial slurs in the workplace, he returned to the office, lunged at Ms. Hardy and attempted to bully her into returning the notification he had just signed. The supervisor called the cab for help out of fear of Mr. Lewis's behavior. Due to his threatening behavior, the supervisor (female) requested to be removed from all single person evening shifts out of concern for her safety.

On February 13, 2006 while I was attempting to interview Mr. Lewis regarding the racial allegations, he became belligerent, and was placed on administrative leave for the remainder of the shift. Nonetheless, as I was briefing LR, he returned to the office and began banging on the door wanting to serve us with a statement he had prepared. Despite being repeatedly told the meeting was over and that a new investigating official would be appointed, his abhorrent conduct continued.

On February 16, 2007, I was made aware that Mr. Lewis was confronting his fellow employees trying to determine which of them had called the Administrator's Hotline regarding his intolerable conduct. I attempted to direct Mr. Lewis not to interfere with witness or individual he believed was responsible for calling the Administrator's Hotline. He again became hostile and approached me in a threatening manner, waving his hands and pointing in my face. I felt that I may have to defend myself from being assaulted. I terminated the meeting and directed him on five separate occasions to leave the office. Approximately two minutes later, he reentered the facility after going to his car, I directed him again to leave, he ignored me; I secured my office, notified security and personnel in the cab. He returned to my office, attempted to gain entry and then left. Local law enforcement was called and a sweep of the building was completed to ensure he was no longer on the premises.

A conference call meeting with HR medical and security was held and it was determined that Mr. Lewis was to be placed on administrative leave/schedule to facilitate a Report of Investigation. The facility locks were immediately changed.

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Case No. AWP20070078

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32

Page 2 of 3

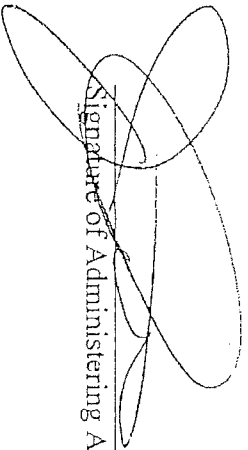
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I have read this entire statement consisting of 3 pages. I have been given the opportunity to make any additions, deletions, or corrections. I have initialed each page and all corrections. This statement is the truth to the best of my knowledge and recollections.


Signature of Interviewee
Date 3/24/07

Subscribed and sworn before me a person authorized by law to administer oaths this 24 day of MARCH, 2007 at CONCORD (city) California (state).


Signature of Administering Agent

Signature of Witness

Case No. AWP20070078

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1/33

Page 3 of 3

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